

STANDARD FORM 60
 PREPARED BY U.S. GOVERNMENT PRINTING OFFICE
 19-109

SECRET

Official Personnel Folder

SECRET

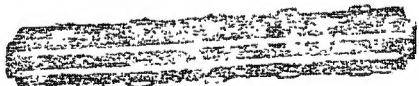
RETURN TO PERSONNEL CENTER
 IMMEDIATELY AFTER USE
 JOB 77-767 BOX 26

73 JUN ENO

71

CP

REMOVED



PIVALL, Vincent C.

Consolidated file #48

TERMINATED 10/1/73

NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to Accession 7051A and is due to be returned to CONTRACT PERSONNEL DIVISION, 5E-6/ Hqs., x7841, as of _____.

~~RETURN TO PERSONNEL DIVISION
OFFICE OF PERSONNEL
FOR REVIEW AND
ACTION~~

204534

~~SECRET~~

Documents dated 1953-1955
- 1973


~~SECRET~~

SECRET - SECURITY INFORMATION

CONTRACT PERSONNEL

OFFICE OF PERSONNEL
RETURN FILE TO SEES

NOTICE: This is an Office of Personnel File and
subject to 10 day limitation period. This file
has been charged to Wagon / 2010
and is due to be returned to CONTRACT PERSONNEL
DIVISION, SE-67 Hqs., x7341, as of

FOR 4/16/74 FOR 4/16/74

FOR 4/16/74 FOR 4/16/74
FOR 4/16/74 FOR 4/16/74
FOR 4/16/74 FOR 4/16/74

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SECRET
(When Filled In)

10. NAME - SERIAL NO O63385		BIOGRAPHIC PROFILE (PART I)				ECID: 16 Apr 1976	
11. CURRENT RESERVE STATUS <input checked="" type="checkbox"/> D <input checked="" type="checkbox"/>		SERVICE	GRADE	ACTIVE DUTY WITH CIA CAT.#	RELEASE TO MIL. SER. CAT.#	TO BE DEFERRED CAT.#	PETITIONED
12. ASSESSMENT DATE None		13. PROFESSIONAL TEST DATE None		14. LANGUAGE APTITUDE TEST DATE None			
15. NON-CIA EMPLOYMENT 1944 Morrison Knutson Co, LA, Calif - Carpenter (summer) 1944-45 Immaculate Heart School, Phoenix, Ariz - Physical Ed Instr. (7 mos, part-time) 1945-46 Soledad Catholic Grammar School, Los Angeles - Physical Ed Instr (4 mos, part-time) 1946-53 Military Service, US Army, Sgt [redacted]							
16. NON-CIA EDUCATION 1944-45 Arizona State College - Law 1946 Ft Benning, Ga - Parachutist (2 m s) 1945 Univ of California, Los Angeles - Law (summer) 1945-46 Univ of Southern California, Los Angeles - Law 1947 CIC, Camp Holabird, Baltimore, Md - Special Agent (5 mos) 1949-53 Univ of Maryland, Germany - Political Science (night)							
17. FOREIGN LANGUAGE ABILITIES (Language, Proficiency, Date Tested)		German - R,W,U,Slight; P,S, Interj; T, None - May 1957 -- Spanish - R,P,S, High; W, Interj; U, Native; T, None - May 1957 -- Fincl Prof Apr 1973					
18. AGENCY SPONSORED TRAINING 1954 1955 1955 1955 1973 1954 1955 1955 1965 1954 1955 1965 1954 1955							
19. CIA EMPLOYMENT HISTORY SINCE 19 SEPT 1947 (Personnel Actions, Military Orders, and Principal Details)							
EFFECTIVE DATE	POSITION TITLE & OCCUPATIONAL CODE	GRADE	SD	ORGANIZATION & ORG. TITLE (if ap.)	LOCATION		
May 1958	" "	0136.51	13	D DP/AH-1/Cuba Station	Havana		
Jun 1960	" "	0135.51	14	D DP/AH-4/Cuba Station	Havana		

10. CIA EMPLOYMENT HISTORY SINCE 18 SEPT 1947 (Personnel Actions, Military Orders, and Principal Details)

104-10410000

SECRET
(When Filled In)

BIOGRAPHIC PROFILE (PART 2)

23. SUMMARIES OF EVALUATIVE REPORTS FOR THE PAST TWO YEARS

--	--

24. SUMMARY OF CAREER PREFERENCE OUTLINE AND/OR FIELD REASSIGNMENT QUESTIONNAIRE


--

25. IDENTITY OF OTHER DOCUMENTS WHICH SHOULD BE REVIEWED, IN DETAIL

--

26. DATE REVIEWED


27. PROFILE REVIEWED BY



SECRET

Documents dated 1954
" " 1975

Copy of Bid - Sanitized for HSCA



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(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 23 January 1963	
<div>3. NATURE OF PERSONNEL ACTION</div> <div>PROMOTION</div>					
<div>6. FUNDS</div> <div> <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input checked="" type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF </div>		<div>4. EFFECTIVE DATE REQUESTED</div> <div></div>		<div>5. CATEGORY OF EMPLOYMENT</div> <div>REGULAR</div>	
<div>9. ORGANIZATIONAL DESIGNATIONS</div> <div></div>		<div>8. LEGAL AUTHORITY (Completed by Office of Personnel)</div> <div></div>			
<div>11. POSITION TITLE</div> <div>OPS OFFICER</div>		<div>12. POSITION NUMBER</div> <div>0739</div>		<div>13. CAREER SERVICE DESIGNATION</div> <div>D</div>	
<div>14. CLASSIFICATION SCHEDULE (GS, LP, etc.)</div> <div>GS</div>		<div>15. OCCUPATIONAL SERIES</div> <div>0136.01</div>		<div>16. GRADE AND STEP</div> <div>15 (1)</div>	
				<div>17. SALARY OR RATE</div> <div>\$ 14,565</div>	
<div>18. REMARKS</div> <div> <div>Recorded by CCPD <i>June</i></div> </div>					

FORM 1152 1-62

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

How

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(When Filled In)

REQUEST FOR PERSONNEL ACTION		DATE PREPARED 20 AUGUST 1964	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0739	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 (2)	17. SALARY OR RATE \$ 12,470
18. REMARKS <div style="display: flex; align-items: center;"> <div style="border: 1px solid black; width: 150px; height: 30px; margin-right: 10px;"></div> <div> Off. Chief, #721. <i>tray 3</i> <div style="border: 1px solid black; padding: 5px; display: inline-block; margin-top: 10px;"> G-13 14 </div> </div> </div>			

SECRET
(When Filled In)

DATE PREPARED

9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION	
11. POSITION TITLE OPS OFFICER- 3 DCOS (D)		12. POSITION NUMBER 0721	12a. PER CONTR'L NO.	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS (CO)	15. OCCUPATIONAL STRIPS 0136.01	16. GRADE AND STEP 14 (1)	17. SALARY GS RATE \$12,210 ✓	
18. REMARKS <div style="display: flex; justify-content: space-between;"> <div>1 copy to Security</div> <div style="border: 1px solid black; padding: 5px;"> CLPD V² </div> </div>				

SECRET
(When Filled In)

				DATE PREPARED					
3. NATURE OF PERSONNEL ACTION <div style="text-align: center; font-weight: bold; font-size: 1.2em;">RESIGNATION</div>				4. EFFECTIVE DATE REQUESTED <div style="border: 1px solid black; height: 40px; width: 100%;"></div>					
6. FUNDS <table border="1" style="width: 100%; border-collapse: collapse; font-size: x-small;"> <tr> <td style="width: 20%; text-align: center;">V TO W</td> <td style="width: 20%; text-align: center;">V TO CF</td> </tr> <tr> <td style="text-align: center;">CF TO V</td> <td style="text-align: center;">X CF TO CF</td> </tr> </table>				V TO W	V TO CF	CF TO V	X CF TO CF	5. CATEGORY OF EMPLOYMENT <div style="text-align: center; font-weight: bold;">REGULAR</div>	
V TO W	V TO CF								
CF TO V	X CF TO CF								
8. LEGAL AUTHORITY (Completed by Office of Personnel)									
9. ORGANIZATIONAL DESIGNATIONS <div style="text-align: center; padding-top: 10px;">DDP/WH Divn. Branch 4</div>				10. LOCATION OF OFFICIAL STATION <div style="text-align: center; padding-top: 10px;">Washington, D. C.</div>					
11. POSITION TITLE <div style="text-align: center; font-weight: bold;">OPS OFFICER</div>				12. POSITION NUMBER <div style="text-align: center;">0000 <i>+</i></div>					
13. CAREER SERVICE DESIGNATION <div style="text-align: center;">D</div>									
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <div style="text-align: center;">GS</div>		15. OCCUPATIONAL STRIPS <div style="text-align: center;">0136.01</div>		16. GRADE AND STEP <div style="text-align: center;">14 (1)</div>					
17. SALARY OR RATE <div style="text-align: center;">\$ 12,210 ✓</div>									
18. REMARKS <div style="font-family: cursive; font-size: 1.2em; margin-top: 10px;"> <i>1 copy to Security</i> </div> <div style="text-align: right; margin-top: 20px;"> <div style="border: 1px solid black; padding: 5px; display: inline-block; font-size: x-small;"> Checked by CSD 1/2 </div> </div>									

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
8. FUNDS		V TO V CF TO V		V TO CF CF TO CF	
		X			
9. ORGANIZATIONAL DESIGNATIONS				10. LEGAL AUTHORITY (Completed by Office of Personnel)	
DDP/WH Division Branch 4 <div style="text-align: center; font-size: 2em;">4617</div>				WASHINGTON, D.C.	
11. POSITION TITLE			12. POSITION NUMBER	12A. PCR CONTROL NO.	13. CAREER SERVICE DESIGNATION
OPS OFFICER			XXXXX 0000		D
14. CLASSIFICATION SCHEDULE (GS, LD, etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE	
GS		0136.01	14(1)	\$12,210	
18. REMARKS					
DDP/WH/4/Havana EAF 116.81 <i>tray 9</i>					
UPON TERMINATION OF THIS TEMPORARY ASSIGNMENT YOU WILL BE REASSIGNED AS THE HEAD OF YOUR CAREER SERVICE DIRECT3.					

SECRET

(4)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION		DATE PREPARED	
		13 October 1960	
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
		HAVANA, CUBA	
11. POSITION TITLE		12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
OPS OFFICER		HAF-116	D
14. CLASSIFICATION SCHEDULE (GS, LD, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
08	0136.01	14 1	12,210
18. REMARKS			
<div></div> CONFIDENTIAL			

SECRET

REQUEST FOR PERSONNEL ACTION

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PREVIOUS ASSIGNMENT

14. Organizational Designations		Code	15. Location Of Official Station		Station Code
DDP WH BRANCH III 4 HAVANA, CUBA STATION		8652	HAVANA, CUBA		17085
16. Dept. - Field	17. Position Title	18. Position No.		19. Serv.	20. Occup. Series
Dept - USId - Frgn -	Code ASST ATT FCL CT 10	173-12 0116		FSR GS	0136.51
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	
XX 05 XX 13	XXXX 8140 XXXX 10000		Mo. Da. Yr. 09 06 1977	Mo. Da. Yr. 09 06 1977	

10,130

ACTION 09 04 60

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Data
PROMOTION		Mo. Da. Yr. 06 16 60	REGULAR		

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code

SECRET

3/21/60

REPRODUCTION MASTERS

SECRET

BIOGRAPHIC PROFILE

SECRET

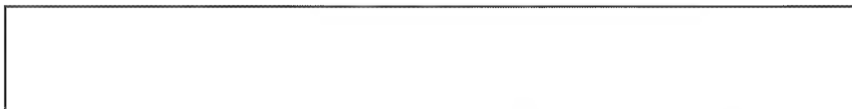
H a n d l e W i t h C a r e

Pre 1960 documents - removed

Post 1963 documents - removed

Copies of Sanitized documents

SECRET



SECRET

A.B.

ORIGINAL

ITEMS BELOW THIS PAPER MARKED
WITH GREEN PENCIL WERE RECEIVED
THAT WAY BY CUBA DESK - AUG 78 -

CH

SECRET

SECRET

[Redacted]

19 October 1960

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

SUBJECT

[Redacted]

[Redacted]

[Redacted]

cc: SSD/OS

THIS FILE

SECRET

REMAIN

FORM 1580a

(4-13-60)

W
10-14-60

XXB

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

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11 POSITION TITLE PARAMIL OFF CH	12 POSITION NUMBER 1039	13 LATER SERVICE DESIGNATION D	
--	-----------------------------------	--	--

14 CLASSIFICATION SCHEDULE (GS 18 ON) GS	15 OCCUPATIONAL SERIES 0136.11	16 GRADE AND STEP 15	17 SALARY OR RATE
--	--	--------------------------------	-------------------

18 REMARKS
<div data-bbox="1127 1485 1400 1638" data-label="Text"><p>ROUTED ON OF-4b 1004</p></div>

SIGNATURE OR OTHER AUTHENTICATION

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Form 1-609
1-609 (Rev. 1-60)

Use Previous
Edition

1 JUL 1963

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

SAS

1	Serial No.	2	Name	3	Cost Center Number	4	INCP Hours
PAY CHANGE NOTIFICATION							

Form 9-61 560

Obsolete Previous Edition

(4-51)

SAS

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

[Redacted Name Box]

SERIAL	ORGN	FUNDS	GR=ST	OLD SALARY	NEW SALARY
0A3389	47	730	CF GS 15 1	114,565	119,645

POSTED On:
OF-4b

BAB: 11 FEB 63

SECRET
(When Filled In)

11. POSITION TITLE OPS OFFICER						12. POSITION NUMBER 0739			13. CAREER SERVICE DESIGNATION D																		
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 1		17. SALARY OR RATE 14565																			
18. REMARKS <div style="text-align: right; border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"> POSTED ON 11 FEB 63 </div>																											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																											
<table border="1" style="width: 100%; border-collapse: collapse; font-size: 0.8em;"> <tr> <td colspan="2">41. PREVIOUS GOVERNMENT SERVICE DATA</td> <td colspan="2">42. LEAVE CAT</td> <td colspan="2">43. FEDERAL TAX DATA</td> <td colspan="2">44. STATE TAX DATA</td> </tr> <tr> <td>CODE</td> <td> 0 - NONE 1 - DUTY 2 - OAT </td> <td>CODE</td> <td> 1 - YES 2 - NO </td> <td>CODE</td> <td> 1 - YES 2 - NO </td> <td>CODE</td> <td> 1 - YES 2 - NO </td> </tr> </table>												41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA		CODE	0 - NONE 1 - DUTY 2 - OAT	CODE	1 - YES 2 - NO	CODE	1 - YES 2 - NO	CODE	1 - YES 2 - NO
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA																					
CODE	0 - NONE 1 - DUTY 2 - OAT	CODE	1 - YES 2 - NO	CODE	1 - YES 2 - NO	CODE	1 - YES 2 - NO																				
SIGNATURE OR OTHER AUTHENTICATION <div style="text-align: right; border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"> 11 FEB 63 <i>[Signature]</i> </div>																											

BAB

OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION			
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	PS	LS	AD	
GS-14	2	\$13,270	12/24/61	GS-14	3	\$13,695	12/23/62				
8. Remarks and Authorization / NO EXCESS LROP / IN PAY STATUS AT END OF WAITING PERIOD / LROP STATUS AT END OF WAITING PERIOD CLERKS INITIALS APPROVED BY <i>[Signature]</i>											

ARM: 29 AUG 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 173				13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, FB, etc.) GS			15. OCCUPATIONAL SERIES 1136.01		16. GRADE AND STEP 14 2		17. SALARY OR RATE 12470				
18. REMARKS <div style="text-align: right;"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> 10000 ON 68 96 11-1-65 </div> </div>											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 0125 ALPHABETIC: IFW	22. STATION CODE 100000	23. INTEGRER CODE	24. DEPT. CODE 2	25. DATE OF BIRTH 12/23/20	26. DATE OF GRADE 12/23/20	27. DATE OF LSI			
28. HTE LIP-BIS NO DA 10		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 CSC 2 FICA 3 NONE	31. SEPARATION DATA CODE	32. CURRENT EMP CANCELLATION DATA 1 YES 2 NO			33. SECURITY 110 NO		34. SEX M	
35. VLT PREFERENCE CODE 1 NONE 2 100 3 100		36. SERV COMP DATE	37. LONG TERM DATE	38. CAREER CATEGORY	39. RESID / HEALTH INSURANCE 1 YES 2 NO			40. SOCIAL SECURITY NO.			
41. PREVIOUS GOVERNMENT SERVICE DATA 1 NO PREVIOUS SERVICE 2 NO PREVIOUS SERVICE 3 SERVICE MORE THAN 5 YEARS 4 SERVICE MORE THAN 5 YEARS			42. LEAVE CAT CODE	43. FEDERAL TAX DATA 1 YES 2 NO	44. STATE TAX DATA 1 YES 2 NO			45. NO TAX STATUS CODE 1 YES 2 NO			
SIGNATURE OF OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 10px; display: inline-block;"> POSTED <i>[Signature]</i> </div>											

CONFIDENTIAL

U.S. GOVERNMENT PRINTING OFFICE: 1946 O-200000

1. Designation [REDACTED]		2. Payroll No. [REDACTED]	
3. Back No. [REDACTED]		4. Slip No. [REDACTED]	
5. Grade and salary GS-14 \$12,210			
PAYROLL CHANGE DATA			
OVERTIME	GROSS PAY	RET.	FEDERAL TAX
BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.
6. Appropriation(s)			7. Prepared by Plv 7 Dec 1961
8. Audited by			
9. Adjustment <input type="checkbox"/> Other step-increase <input type="checkbox"/>			
10. Old salary rate \$12,210	11. New salary rate \$12,470		
12. Special covering LWOP <input type="checkbox"/>			
13. (Check applicable box in case of excess LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.			
14. Initials of Clerk [REDACTED]			
CONFIDENTIAL PAYROLL CHANGE SLIP — PERSONNEL COPY			

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-795 AND
 JOI HONORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS.
 EFFECTIVE 14 OCTOBER 1962

	SERIAL NO.	FUNDS OR ST SALARY	OLD ST SALARY	NEW ST SALARY
	034959 4173	OF 14 2	\$12,470	14 2 \$12,470

AES: 29 AUG 61

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

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9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	

11. POSITION TITLE		12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
OPS OFFICER DCOS		0721		D	
14. CLASSIFICATION SCHEDULE (GS, WD, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
GS		0136.01		14 1	
				17. SALARY OR RATE	
				12210	

18. REMARKS					

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1. NO BREAK IN SERVICE		2. BREAK IN SERVICE (LESS THAN 12 MOS)		3. BREAK IN SERV (2 - MORE THAN 12 MOS)		4. YES		5. NO		6. YES		7. NO		8. YES		9. NO	
		8				0		0									

SIGNATURE OR OTHER AUTHENTICATION																	
<div style="text-align: right;"> <p>10. DTD</p> <p>01/05/61 ZK</p> </div>																	

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(When Filled In)

DDP WH BRANCH 4				WASH., D. C.					
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0000		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, WD, WC)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0136.01		14 1		12210			
18. REMARKS									
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAP		43. FEDERAL TAX DATA		44. STATE TAX DATA	
CODE 0: NO PREVIOUS SERVICE 1: NO BREAK IN SERVICE 2: BREAK IN SERVICE LESS THAN 12 MONTHS 3: BREAK IN SERVICE MORE THAN 12 MONTHS				6098		UNEMPLOYED CODE 1: YES 2: NO		FORM PRECATED 1: YES 2: NO	
SIGNATURE OR OTHER AUTHENTICATION									
osp/162WK									

23 NOV 1960

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

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9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
DDP WH DIVISION BRANCH 4		WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
OPS OFFICER		0000	D
14. CLASSIFICATION SCHEDULE (GS, HB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	14 1	12210

18. REMARKS
* UPON TERMINATION OF THIS TEMPORARY ASSIGNMENT YOU WILL BE REASSIGNED AS THE HEAD OF YOUR CAREER SERVICE DIRECTS.

--

SIGNATURE OR OTHER AUTHENTICATION	
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> 12/01/60 WK </div>	

LI 1960

[illegible]

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED
1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
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SECRET
(When Filled In)

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PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	06, 26, 60	REGULAR	OM	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
007 WH BRANCH 4 HAVANA, CUBA STATION	4653	HAVANA, CUBA	17085
33. Post - Field	34. Position Title	35. Position No.	36. Serv. 37. Occup. Series

38. Remarks

FOIA b 7
06-30-602/K

11 5 6/30/60

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(WHEN FILLED IN)

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 13	1	\$ 9,890	09	08	57	GS 13	2	\$10,130	03	08	59
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 58

SECRET

PERSONNEL FOLDER

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
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S E C R E T

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

[illegible]

SECRET
(When Filled In)

063385

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

063385

SECTION B PERFORMANCE EVALUATION

- W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong Performance is characterized by exceptional proficiency.
- O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1

Branch Chief in charge

RATING LETTER

S

SPECIFIC DUTY NO. 2

RATING LETTER

S

SPECIFIC DUTY NO. 3

RATING LETTER

P

SPECIFIC DUTY NO. 4

RATING LETTER

S

RATING LETTER

S

RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

S

15 JUN 1965

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

FILE OF PFL 3444

State significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties, if applicable.

In the period April to December 1964, Subject was the Chief of [redacted] Branch. [redacted]

[Large redacted area for narrative comments]

SECTION D

CERTIFICATION AND COMMENTS

(continued)

1. BY EMPLOYEE
I CERTIFY THAT I HAVE SEEN SECTIONS A, D, AND C OF THIS REPORT

[Redacted line for employee signature]

2. BY SUPERVISOR
CENTS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

35	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
DATE 22 May 65	OFFICIAL TITLE OF SUPERVISOR Chief of Station

3. BY REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICIAL

Concur in Supervisor's evaluation of this employee.

DATE 10 June 1965	OFFICIAL TITLE OF REVIEWING OFFICIAL ADC/WH/C	TYPE NAME, PRINTED NAME AND SIGNATURE [Redacted signature]
----------------------	--	---

SECRET

81/31

SECTION C - Narrative Comments (Continued)

[Redacted]

Subject

is cost-conscious and effective in the use of space and equipment.

SECRET

(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER
			03385
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT	
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL
CAREER-PROVISIONAL (See instructions - Section C)		<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT SUPERVISOR
SPECIAL (Specify):		REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)	
		01 April 1963 - 31 March 1964	
SECTION B PERFORMANCE EVALUATION			
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>			
SPECIFIC DUTIES			
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).			RATING LETTER
			S
SPECIFIC DUTY NO. 2			RATING LETTER
			S
SPECIFIC DUTY NO. 3			RATING LETTER
			S
SPECIFIC DUTY NO. 4			RATING LETTER
			S
SPECIFIC DUTY NO. 5			RATING LETTER
			P
SPECIFIC DUTY NO. 6			RATING LETTER
			P
OVERALL PERFORMANCE IN CURRENT POSITION			
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.			RATING LETTER
			S

SECRET
(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p>			
<p>- See Attached Continuation Sheet -</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
13 June 1964	/s/ [redacted] (signed in [redacted])		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
12			
DATE			
13 June 1964			
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Having on numerous occasions had the opportunity to observe closely [redacted] work, I heartily concur in the supervisor's remarks and ratings.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL		
1 July 1964	Deputy Chief, WH (SA)		

SECRET

SECRET

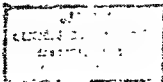
Continuation Sheet/FITNESS REPORT - Section C:

Subject is a dedicated officer who has proven by performance that he can be counted on to get the job done in less than allowable time limits. Subject is a sound first-echelon supervisor of a group doing a basic paramilitary job. Subject has the ability to develop a sense of teamwork in a diverse group of employees. It is believed that this leadership trait is particularly significant in that Subject has judiciously blended the talents of staff agents, career agents, contract employees, Army officers and Navy personnel into a cohesive, effective group which has been able to mount successful resistance, [REDACTED]

Subject delegates authority and has control over the paper flow in his Branch. Subject has a fine appreciation for positive intelligence collection techniques and he has been able to relate those techniques to his PM operations so that an intelligence product of quality has been developed on the rural areas of the target country. As a result of the totality of Subject's performance during the period covered by this report, his over-all performance warrants an evaluation of Strong.

Subject has Spanish language fluency, operational experience, area knowledge and drive. Armed with those tools, Subject is capable of meeting the long-term needs of his career service in Spanish-speaking operational areas where there is a need for first-echelon supervisors. [REDACTED]

At the completion of his current assignment, Subject should attend an advanced management course.



SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYER SERIAL NUMBER

ACTION A GENERAL

1. NAME (Last) (First) (Middle) [REDACTED] [REDACTED] [REDACTED]			2. DATE OF BIRTH	3. SEX	4. GRADE GS-15	5. SU D
6. OFFICIAL POSITION TITLE OPS OFFICER			7. OFF/DIV/BR OF ASSIGNMENT DDP/S.A.S.		8. CURRENT STATION	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify)			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) 1 April 1962 thru 31 March 1963			

ACTION B PERFORMANCE EVALUATION

- W - Weak** Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 [REDACTED]	RATING LETTER S
SPECIFIC DUTY NO. 2 [REDACTED]	RATING LETTER S
SPECIFIC DUTY NO. 3 [REDACTED]	RATING LETTER P
SPECIFIC DUTY NO. 4 [REDACTED]	RATING LETTER P
SPECIFIC DUTY NO. 5 [REDACTED]	RATING LETTER S
SPECIFIC DUTY NO. 6 [REDACTED]	RATING LETTER S

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal matters, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

28 JUN 1963

RATING LETTER
S

SECRET
(When Filled In)

SECTION C		NARRATIVE COMMENTS
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u></p> <p>Subject is a hard working, dedicated officer who has an unusual amount of drive. Subject is a distinct asset to the Station. In the</p> <div style="border: 1px solid black; height: 100px; width: 100%; margin-top: 10px;"></div> <div style="border: 1px solid black; height: 80px; width: 100%; margin-top: 10px;"></div>		
SECTION D		
CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE MAY 21 1963	SIGNATURE OF EMPLOYEE /s/ [redacted] (signed in pseudo on Field Transmittal)	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE MAY 21 1963	OFFICIAL TITLE OF SUPERVISOR Chief of Station,	TYPED OR PRINTED NAME AND SIGNATURE [redacted]
3. BY REVIEWING OFFICIAL (initial)		
<p>COMMENTS OF REVIEWING OFFICIAL</p> <p>Subject is one of the "mainstays" of the [redacted] I concur in the evaluation of the supervisor.</p> <div style="border: 1px solid black; height: 100px; width: 100%; margin-top: 20px;"></div>		
DATE 28 June 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, SAS	

SECRET

~~SECRET~~

Fitness Report - Section C - NARRATIVE COMMENTS (Continued)

Subject is at his best in agent handling situations. He uses his Spanish language fluency, experience, and area knowledge to the

[REDACTED]
Fitness Report warrants an evaluation of "Strong".

At the completion of his current assignment Subject might benefit from participation in an advanced management course.

[REDACTED]
[REDACTED] Subject is a natural for this type of an assignment due to his drive, self discipline, experience, language fluency, and skin color.

90 7 3 32 54 4

~~SECRET~~

SECRET
(When Filled In).

Link

				EMPLOYEE SERIAL NUMBER							
SECTION A GENERAL											
1. NAME (Last) (First) (Middle)				3. SEX		4. GRADE					
				Male		GS-14					
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE									
D		Operations Officer									
7. CAREER STAFF STATUS				8. TYPE OF REPORT							
NOT ELIGIBLE		<input checked="" type="checkbox"/> MEMBER		DEFERRED		INITIAL					
PENDING		DECLINED		DENIED		<input checked="" type="checkbox"/> ANNUAL					
10. DATE REPORT DUE IN O.P.				11. REPORTING PERIOD							
31 May 1962				From 1 June 61 To 31 March 62							
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding											
SPECIFIC DUTY NO. 1							RATING NO. 6				
							RATING NO. 7				
							RATING NO.				
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.							RATING NO. 5/6				
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPL- CABLE	NOT OB- SERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE											X
RESOURCEFUL											X
ACCEPTS RESPONSIBILITIES											X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X	
DOES HIS JOB WITHOUT STRONG SUPPORT										X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X	
WRITES EFFECTIVELY										X	
SECURITY CONSCIOUS										X	
THINKS CLEARLY										X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS										X	
OTHER (Specify):											
SEE SECTION "E" ON REVERSE SIDE											

SECRET

(When Filled In)

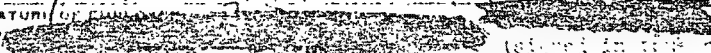
SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

SECTION F

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE	
I certify that I have seen Sections A, B, C, D and E of this Report.	
DATE 5 May 1962	SIGNATURE 
2. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.	
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	
DATE 9 May 1962	
3. BY REVIEWING OFFICIAL	
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. <input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. <input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. <input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.	
COMMENTS OF REVIEWING OFFICIAL	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, TFW

SECRET

4

FORM 4-58 **45** OBSOLETE PREVIOUS EDITIONS.

443

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

12 21 PM '61

SECTION F

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 5 May 1961		
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 24 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON:		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE 5 May 1961	OFFICIAL TITLE OF SUPERVISOR Chief of Station	
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. <input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. <input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. <input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 1 June 61	OFFICIAL TITLE OF REVIEWING OFFICIAL C/OPS/WHD	TABLED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT

SECTION A	GENERAL
-----------	---------

4. GRADE
CS-14

5. SERVICE DESIGNATION D	6. OFFICIAL POSITION TITLE Operations Officer	7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Rm. 4, D.C.
-----------------------------	--	--

B. CAREER STAFF STATUS				C. TYPE OF REPORT	
NOT ELIGIBLE	X	MEMBER	DEFERRED	INITIAL	X REASSIGNMENT/SUPERVISOR
PENDING		DECLINED	DENIED	ANNUAL	REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD 28 th Oct 60 thru 31 May ^{To} 61	SPECIAL (Specify)
-----------------------------	--	-------------------

SECTION B	EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES
------------------	---

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1			RATING NO. 7	SPECIFIC DUTY NO. 4		RATING NO.
			RATING NO. 6	SPECIFIC DUTY NO. 5		RATING NO.
			RATING NO. 6	SPECIFIC DUTY NO. 6		RATING NO.

SECTION C	EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION
-----------	---

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1. Performance in many important respects fails to meet requirements.
2. Performance meets most requirements but is deficient in one or more important respects.
3. Performance clearly meets basic requirements.
4. Performance clearly exceeds basic requirements.
5. Performance in every important respect is superior.
6. Performance in every respect is outstanding.

RA PIN
NO.
6

SECTION D	DESCRIPTION OF THE EMPLOYEE
-----------	-----------------------------

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree
---------------------------	--------------------	-------------------	--------------------------	------------------------

CHARACTERISTICS	NOT APPL. CABLE	NOT SEVERED	RATING				
			1	2	3	4	5
GETS THINGS DONE							X
RESOURCEFUL							X
ACCEPTS RESPONSIBILITIES							X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X
DOES HIS JOB WITHOUT STRONG SUPPORT							X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X	
WRITES EFFECTIVELY						X	
SECURITY CONSCIOUS						X	
THINKS CLEARLY						X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS						X	
OTHER (Specify). Handling and accounting for official funds							X

SEE SECTION "E" ON REVERSE SIDE

SECRET

SECRET

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the basis for determining future personnel actions.

Speaking operationally, [redacted] is a one-man band. His work is of the highest order, quantitatively and qualitatively. Of the [redacted] what it is, all officers should be versatile. [redacted]

For sustained effort, [redacted] has few peers. With his drive, imagination and good judgment he sets a fine example for the people who work with him, whether they find themselves under, alongside or above him in the organizational hierarchy.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE 12 July 1961

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

Nine

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYER UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE 12 July 1961

OFFICIAL TITLE OF SUPERVISOR
Chief of Base,

3. BY REVIEWING OFFICIAL

- ☒ I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
☐ I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
☐ I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
☐ I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENT OF REVIEWING OFFICIAL

DATE 31 JUL 1961

OFFICIAL TITLE OF REVIEWING OFFICIAL
Chief, WH/4

SECRET

SECRET

11 January 1963

MEMORANDUM FOR: Secretary, Agent Panel

SUBJECT : [REDACTED] - Promotion

[REDACTED]

[REDACTED]

[REDACTED]

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

SECRET

MEMORANDUM TO: Chief, Finance Division

THROUGH : Director of Personnel

SUBJECT : Designation of Officers Eligible for Premium Pay

REFERENCES : A.

B.

C.

1. The following individuals assigned PCS [redacted] qualify for premium pay in accordance with reference memorandum:

STAFF AGENTS [redacted]

NAME (P)

AND ABOVE

GS

2.

ATTACHED

Date

Distribution:

Original & 1 - Addressee

1 - Director of Personnel

1 - Office of Communications

1 - Office of Logistics

1 - Chief, TW

1 - TW/Personnel

DISPATCH			
TO INFO	Chief, WHD		HEADQUARTERS FILE NO
FROM	Chief of Base,		DATE APR 13 1961
SUBJECT	Commendation		RE: "43.3" - (CHECK "X" ONE)
			MARKED FOR INDEXING
			NO INDEXING REQUIRED
ACTION REQUIRED	Please place in personnel file		INDEXING CAN BE JUDGED BY QUALIFIED HQ DESK ONLY
REFERENCES			
<p>1. [Redacted]</p> <p>[Redacted]</p>			
<p>PJM/asp</p> <p>12 April 1961</p> <p>Distribution:</p> <p>3 - Headquarters</p> <p>2 - Files</p>			

DISPATCH

Chief, WHD

Commendation - [REDACTED]

Please place in personnel file

EL 407 - BOOK OF GAZ

MAILED FOR RECORD

NO REPORTS REQUIRED

RECORDS CAN BE USED BY QUALIFIED HQ USE ONLY

1.

RCH/asp

12 April 1961

Distribution:

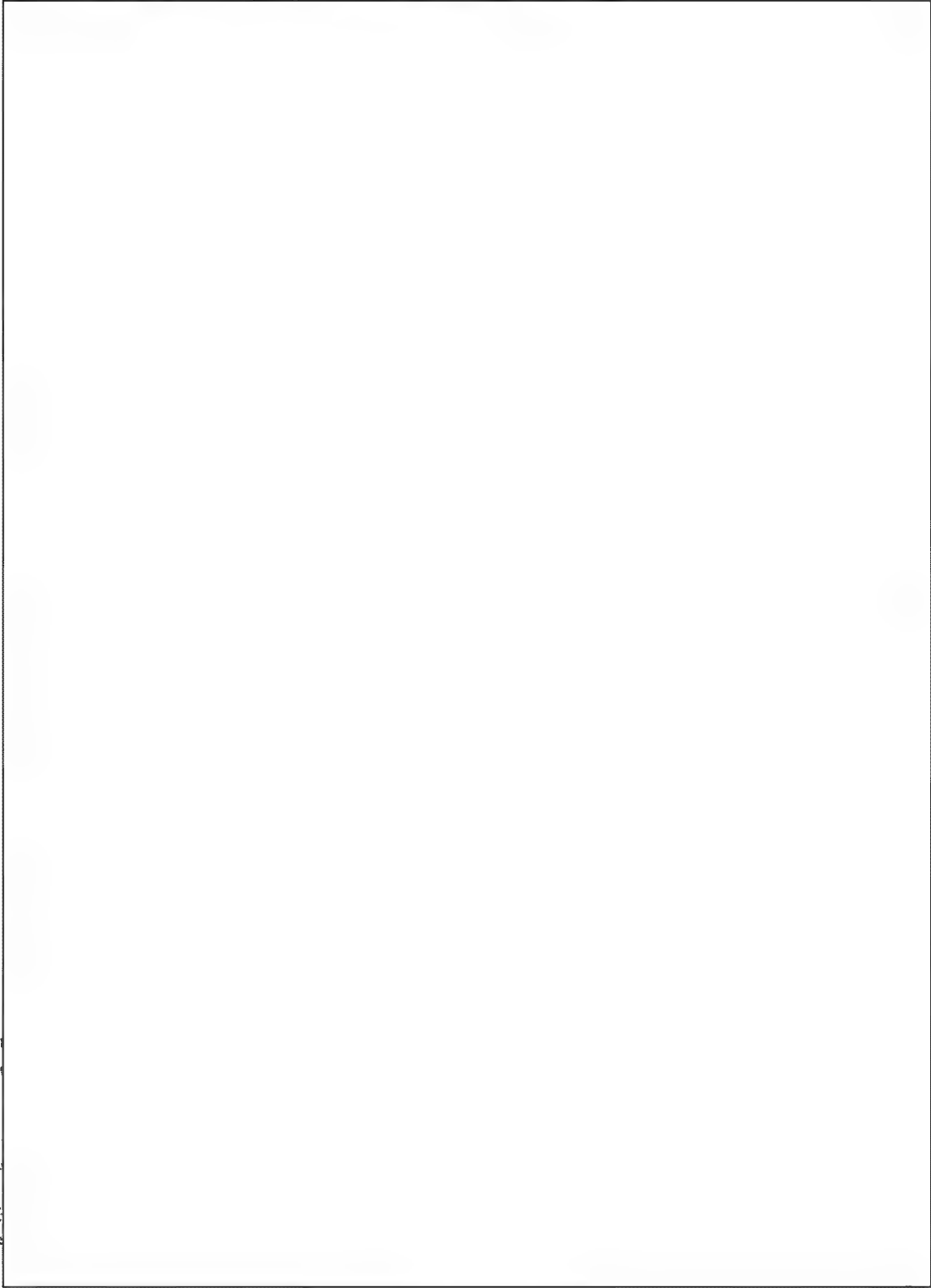
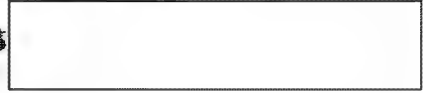
3 - Headquarters

2 - Files

RECEIVED

20 August 1961

[REDACTED]
[REDACTED]
[REDACTED]



from
H. 100

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Cyrie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE COMPONENT
	LAST	FIRST	MIDDLE	
1-0	(Print)	7-28		28-28

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-28	28-28	28-28	28-28	28-28	CUBA	40-42	
2 - CORRECTION									
3 - CANCELLATION									
	81				09	30	60		170

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREAS	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-28	28-28	28-28	28-28	28-28		40-42	
4 - CORRECTION									
5 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

INFLU VOUCHER	DISPATCH
CABLE	OTHER STATUS OR TIME AND ATTENDANCE REPORT

OTHER (Specify)

VERIFIED 17 OCT 60

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE PERIOD

17 Oct 60

OTHERS

PREPARED BY	REPORT ANNOTATED IN SOURCE DOCUMENT	ADDS DATA VERIFIED SUBJECT'S FILE IN ALL DATA DOCUMENTS
<p>14518</p>		

SECRET

14-101

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

TO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (Last, first, middle initial)	DATE OF BIRTH (mm/dd/yyyy)	NAME OF SUPERVISOR (Last, first, middle initial)	DATE (mm/dd/yyyy)
DATE RECEIVED BY HEADQUARTERS	DISPATCH NUMBER	DATE RECEIVED BY FIELD SERVICE	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 26 August 1925	2. SERVICE DESIGN D	3. YOUR CURRENT POSITION, TITLE AND GRADE Chief, PM GS-15	4. STATION OR BASE	5. CHECK FOR CURRENT COVER CURRENT COVER
6. DATE OF PCS ARRIVAL IN FIELD October 1960	7. REQUESTED DATE OF DEPARTURE 8 June 1965	8. EXPECTED DATE OF FIRST CHECK-IN AT HQ 9 June 1965	9. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE 1 July 1965	

10. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

--

11. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

None

12. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (Also attach personal cover questionnaire in accordance with CSI F 240-0)

Major duties during this tour have been as follows:

--

13. TRAINING DESIRED

14. DATE WHAT TRAINING AND RELIEF YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

Course in Management.

SECRET

SECRET

INDICATE YOUR NEXT ASSIGNMENT PREFERENCE FOR NEXT ASSIGNMENT. IF YOU WOULD PREFER FOR NEXT ASSIGNMENT, INDICATE YOUR CHOICE. IF YOU WOULD PREFER FOR NEXT ASSIGNMENT, INDICATE YOUR CHOICE. IF YOU WOULD PREFER FOR NEXT ASSIGNMENT, INDICATE YOUR CHOICE.

11. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 3, 4 (for 1st, 2nd, 3rd, and 4th choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☐ EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)

TO BE COMPLETED BY FIELD STATION

3 None

TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

See Continuation Sheet

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

It is planned that Subject will head up a new police training

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

15. EMPLOYEE NOTIFIED BY DISPATCH NO. _____ DATE _____

CAREER NO. _____

DATE: _____

CAREER SERVICE REPRESENTATIVE: _____

SECRET

Continuation Sheet

FIELD REASSIGNMENT QUESTIONNAIRE/Section 12:

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SECRET

FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL

INSTRUCTIONS

- A. This questionnaire is designed to provide information for consideration by Headquarters in planning your next assignment.
- B. Each supervisor in the field will ensure that this questionnaire is completed for each employee under his immediate supervision and forwarded to Headquarters eight (8) months prior to the individual's planned date of departure from the station.
- C. The questionnaire will be completed and forwarded through normal channels to Headquarters in triplicate.
- D. The questionnaires of Staff Agents should include cover duties and discussion of cover factors where appropriate.

SPECIAL NOTE

This form must be prepared with due regard for security considerations. For example, in the case of administrative and support personnel and others whose duties do not in themselves reveal sources of information or method of operations, it is normally expected that a complete and realistic statement of major duties may be reported in Item No. 2. However, the nature, purpose or disposition of information or operations will not be included. On the other hand, the description of the major duties of certain other employees may jeopardize security and should not be fully reported on this form. In these cases a general statement of duties will be indicated in Item No. 2 so as to show the level of responsibilities involved and enable reviewers at Headquarters to understand the nature of your position. No names, operational techniques, objectives or purposes of the operation should be included.

FORM 202 OBSOLETE PREVIOUS EDITIONS.

SECRET

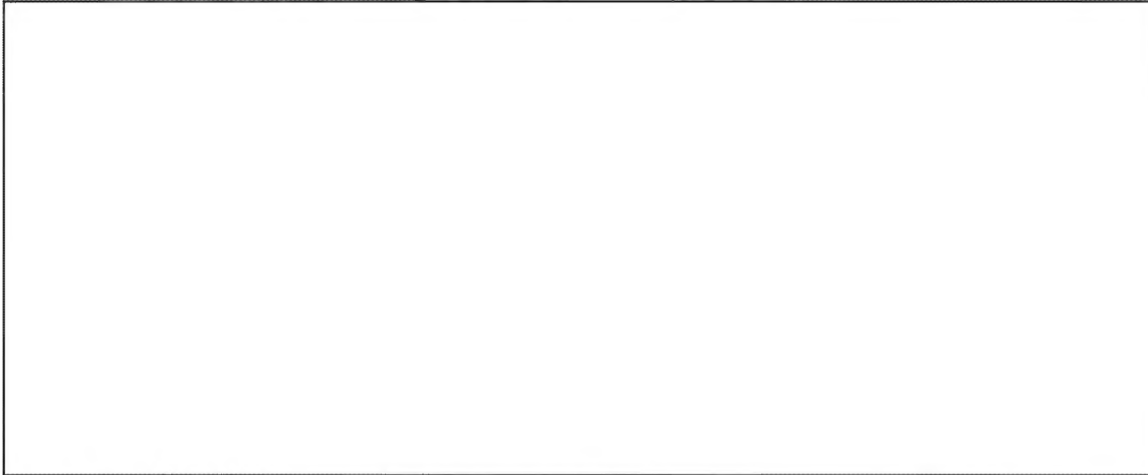
Copy was prepared and sent to
Carmel To Cuba Desk for review
for HSCA. (CH)

SECRET

11 January 1961

To : Director of Personnel

From : Chief, dtd



All the above employees are on Allocation: 415-00 (1-1-61)



14-00000

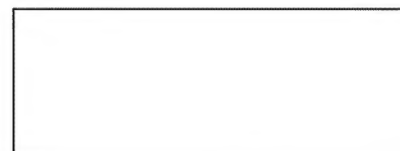
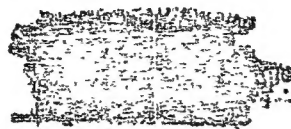
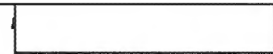
SECRET

1 June 1961

MEMORANDUM FOR: Chief, Finance Division

FROM : Chief, MI/4/Support

SUBJECT : Premium Pay



Distributions:

- 2 - Chief, Finance Division (ea. employee)
- 2 - Director of Personnel (ea. employee)



S-E-C-R-E-T
(When Filled In)

12 SEP 1961

MEMORANDUM FOR: SA/BR/CPD

ATTENTION :

FROM : Deputy Director of Security (Investigations and Operational Support)

SUBJECT :

[REDACTED]

1. Reference is made to the memorandum dated 23 August 1961

5. This clearance becomes invalid in the event the Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

S-E-C-R-E-T
(When Filled In)

SECRET

Documents dated from 1951 to 1975

(EXCLUDING ON THOSE FROM 1968-69)

WHICH ARE IN FOLDER FOR REVIEW BY
HSCA.)

SANITIZED COPIES OF THOSE FOR
REVIEW BY HSCA ARE ENCLOSED HEREWITH

SECRET

